**JOB DESCRIPTION**

|  |
| --- |
| **Job Identification** |
| **Job Title** | Consultant Radiographer in Breast Diagnostics |
| **Responsible to:** | Clinical Service Manager/ Clinical Director Breast Symptomatic/Breast Screening |
| **Department:** | Symptomatic Breast Pan GG&C/Breast Screening |
| **Directorate:** | Acute Services |

|  |
| --- |
| **Job Purpose** |
| * This post holder will practice at expert level, providing expert care for patients undergoing diagnostic breast imaging and interventional procedures.
* To provide a consultant radiographer service which includes clinical leadership and defining the strategic direction of clinical care for their area of practice.
* To be a key member of the Multi-Disciplinary Team (MDT).
* To lead the development of standards and guidelines related practice of breast imaging within the MDT.
* To be a main source of expert advice and expertise to MDT groups for imaging within the Breast MDT.
* To receive new patient referrals, discuss treatment options, obtain informed consent and action for breast assessment.
* To plan, vet and request radiography examinations within protocol. This will include identify, interpret/report and request imaging requirements, approve complex diagnostic plans within breast imaging protocol.
* To be responsible for providing a specialist service which will include assessing, follow-up and requesting breast radiography examinations including digital imaging and tomosynthesis and autonomous assessment.
* To lead research and development to improve the experience and outcome of breast patients.
* Carry out audit and research in breast imaging and related area.
* To lead in the education and training, both theoretical and practical, of Radiographers and other professional groups in the multi-disciplinary team, for all the above mentioned
* The role will fulfil the four core domains of the Consultant Diagnostic Radiographer role including; expert practise, professional leadership, education and training, practice and service development.
 |

|  |
| --- |
| **Role of the Department** |
| NHS GG&C Symptomatic Breast Service provides an integrated cancer diagnostics and treatment- planning service. Approximately 6000 patient’s assessments are provided annually.* The imaging assessment areas are equipped with Samsung Ultrasound and mammography machines from multiple vendors and ultrasound/large volume biopsy and excision devices from multiple suppliers. Four reporting/assessment offices are used by Diagnostics staff to plan imaging as part of the multidisciplinary team.
* The assessment area is equipped with PACS workstations for assessment and interpretation of diagnostic images from multiple modalities
* Additionally, there is CT and MRI equipment used for further staging and assessment of the breast.

The departments contribute to clinical training Centre for undergraduate student radiographers from Glasgow Caledonian University. Queen Margaret University Edinburgh in conjunction with Scottish Academy of Breast Imaging (SABI) also provides a postgraduate programme. Students from the University receive over 90% of their clinical training in the clinical settings within NHSGG&C. In addition, assistant practitioner trainees from Queen Margaret University have undertaken their practical training in the Breast Screening centre and students from QMU (Edinburgh) and other UK centres spend their training weeks in breast screening. Radiographers play a major part in the training and supervision of all students. Post-holders assess all GCU/QMU students on a continuous basis and for specific key staged assessments. In addition they assist in the training and visits of other staff and students including medical, nursing and AHP disciplines.Radiographers have for many years been involved in extended-role activities. The following specialist radiographers are in post:* Consultant Reporting Radiographer
* Consultant Sonographer
* Breast Specialist Radiographers
* Specialist Imaging Radiographers
* Information and Support Band 6 Radiographer

In addition a number of radiographers are assigned to site-specific clinical teams or technical development groups. Senior staff perform verification image review and approval and some undertake audit or clinical review.NHS GG&C symptomatic breast services are delivered from clinics in; RAH, IRH, NACH, and GGH. Specialist Radiographers (as listed above) will liaise with and attend the breast screening/symptomatic sites as necessary. There may also be opportunity to work within the West of Scotland Breast Screening service based on service need.Symptomatic Breast Imaging areas in particular West of Scotland Breast Screening are clinical training centres for postgraduate radiographers. |

|  |
| --- |
| **Organisational Position** |
| Director of DiagnosticsClinical Director Breast Screening / SymptomaticClinical DirectorGeneral ManagerClinical Service ManagerConsultant Breast RadiographerSector SuperintendentModality Leads (Band 7)Assistant Practitioners (Band 4)Healthcare Support workers (band 3)Radiographers (Band 5)Radiographer (Band 6)Site Superintendent |

|  |
| --- |
| **Scope and Range** |
| The West of Scotland Breast Screening Service is the largest of 6 Breast Screening centres in Scotland. NHSGG&C symptomatic breast services are also providing a service for the largest cohort of patients in Scotland. Both WOSBSS and NHSGG&C symptomatic breast services organisationally sit within NHS Greater Glasgow and Clyde (Acute Services). |

|  |
| --- |
| **Main Tasks, Duties and Responsibilities** |
| The post holder will be expected to meet all 4 domains of practice, in line with the SCoR professional guidance.1. Expert Clinical Practice
2. Professional Leadership and Consultancy
3. Education and training
4. Practice and service development, research and evaluation

**Summary of Expert Clinical Practice:*** To carry a patient caseload (breast diagnosis); receiving new patient referrals, obtaining informed consent, diagnostic procedures, follow-up, and auditing clinical outcomes.
* To request imaging within protocols.
* To act as an independent requester in breast imaging.
* To practice at an expert level providing expert care for patients undergoing breast imaging.
* To help lead and coordinate the breast imaging service and work in collaboration with the MDT
* Facilitate the most up-to-date research theory into practice, related to area of practice, through advanced level clinical reasoning and decision making across the pathway.
* Discuss clinical trial options with patient where relevant.
* Create and develop protocols of care, designing and improving pathways, making reference to and influencing regional, national and international standards.
* Continually monitor, audit and evaluate clinical practice of self and others.

**Summary of Professional Leadership and Consultancy:*** Successful advocate for diagnostic breast radiography.
* Embedded within clinical and professional networks related to breast imaging, radiography, and healthcare education**.**
* Challenge current structures to continually improve, identifying organisational and professional barriers which limit or inhibit service.
* Engage with strategic planning at all levels to effect positive change.

**Education and training** * Reflective practitioner, developing a learning culture to allow all healthcare professionals and students to succeed.
* Assist individuals, teams and organisations identify their own particular learning needs, linking into Higher Education Institutions (HEIs).
* Increase knowledge about radiotherapy and breast cancer through lecturing or journal publication.

**Practice and service development, research and evaluation** * Working in partnership with patients and staff, researching relevant outcomes to evidence effective change.
* Identifies gaps in evidence base and seeks to develop a knowledge base.
* Leading radiographer research development locally, presenting results from the service, nationally and internationally.
* Facilitates the service’s participation in clinical trials related to radiography and breast imaging.
 |

|  |
| --- |
| **Equipment and Machinery** |
| The post holder is required to operate the following equipment:* Tomosynthesis software.
* PACS viewing and diagnostic interpretation packages
* Ultrasound machines
* Large volume biopsy equipment
* Computer and software accessories attached to diagnostic imaging units.
* Personal computer, Software packages, Photocopier, Fax machine and document scanner.

The post holder is required to have the specialist clinical knowledge, expertise and experience to ensure the safe operation and use of the equipment. |

|  |
| --- |
| **Systems** |
| Patient Information Systems: Radiology Information System (CRIS)* Input patient data
* Keyboard skills required to operate treatment systems and other software programmes
* Input treatment information and parameters
* Check and verify treatment parameters with system

Breast Radiography* Clinical radiographic skills required to appropriately assess patients.
* Record non-conformances with Quality System/ Opportunities for Improvement

Q-Pulse (BSI Quality management System)* Review documents for breast imaging
* Monitor documents for updating / due review for breast imaging
* Extract documents for updating in appropriate format
 |

|  |
| --- |
| **Decisions and Judgements** |
| * The post holder will be guided by clinical protocols, research governance and defined operation policies, with significant freedom to act. They will establish a course of action based on presenting clinical, professional, and research information. The post holder will be able to seek advice and refer on as necessary.
* The post-holder must interpret complex clinical information, judge its significance and act accordingly. Based on their expert knowledge and analysis, they will intervene where necessary to ensure a safe, evidence based, modern and effective service.
* Lead practitioner for department (radiography) in breast radiography, operationally managing workload for breast patients across the service.
* Make autonomous decisions on patient pathways to ensure that service delivery is efficient.
* Provide expert technical advice.
* To assess the patient prior to their imaging, undertaking informed consent, referring to other health care professionals as required.
* Use clinical judgement to assess side effects and their management according to current legislation, to undertake independent or dependent prescribing, administrating medication within Health Board protocols, the same as in expert clinical practice
* In addition to the clinical responsibilities outlined above the post holder has responsibility for day to day organisation of their area of responsibility and will be responsible for assessing and developing staff and student competencies; using knowledge and skills attained through experience, training and CPD, they will introduce support strategies when necessary. The post holder will be involved in the recruitment process.
* In compliance with Schedule 2 of the Ionising Radiation (Medical Exposure) Regulations (IR(ME)R), to be entitled by the Employer to act as:
* A referrer for Digital breast radiography
* A practitioner for the justification of appropriate patient diagnostic imaging
* An operator for localisation, planning and approval activities
* A practitioner for the justification and authorisation of diagnostic imaging radiation doses
* A practitioner for the justification and authorisation of repeat imaging

Involvement in the development and implementation of techniques, protocols and procedures |

|  |
| --- |
| **Communications and Relationships** |
| * Communicate highly technical and complex information to staff across radiography to ensure that day to day, patient specific service delivery across the diagnostic breast service is efficient, consistent and relevant.
* Communicate with patients and carers concerning their diagnosis and care related to specialist area of practice (Breast imaging), providing complex information, overcoming any communication barriers, obtaining patient consent, and addressing any concerns in a sensitive manner.
* Assess the relevance of any new information on department practice, such as;
	+ Emerging radiography technologies changing the delivery of care
	+ Legislation or radiography professional body guidance
	+ NHSGGC policies
* Communicate relevance and impact to the relevant multi-professional groups and interested parties. Disseminate wider within NHSGGC as relevant to the topic; AHPs, nursing, etc. Lead
* Service change in areas related to own practice.
* Communicate with Service Leads; Radiography Manager, Head of Radiography Physics, Clinical Director, other consultant and senior radiographer post holders, using informed, expert reasoning to present highly complex facts; verbally to relevant meetings, and written reports, business cases, service updates, etc.
* Communicate with other Radiography stakeholders to ensure appropriate patient pathways or related service development (Breast Cancer); more often regionally within WOSCAN, Acute breast services and WOSBSS but occasionally nationally where service provision or development requires a strategic, developed discussion with all Radiography screening and acute Centers within Scotland.
* Deliver presentations related to area of specialist clinical and professional practice, including own research, to large audiences at national and international conference
* Write papers for peer-reviewed journals or other forms of publication
 |

|  |
| --- |
| **Physical, Mental, Emotional and Environmental Demands of the Job** |
|

|  |
| --- |
| **Physical skills and demands**The post holder requires: * Highly developed physical skills and the need for millimetre accuracy is essential. This skill level is required to ensure precise manipulation of patients and patient related radiography equipment.
* Skills to use information technology, operating:
	+ Radiography diagnosis IT-software such as PACS.
	+ NHSGGC systems such as Turas and Datix
* Clinical patient and equipment manipulations skills, required for:
	+ radiographic diagnostic image manipulation
	+ patient clinical assessment
* Will be required to examine patients before, during and after treatment.
 |
|  |
| **Mental demands*** Required to make on the spot decisions as to whether to continue to assess r diagnosis or assessment based on the patient’s condition or their set up / shift indicated by imaging being out with tolerance taking various factors into account with the possibility of being interrupted while doing so.
* Assessment of patients’ and carers’ needs requires continuous mental concentration, which may be frequently interrupted by pagers/telephone calls/other persons/environment for specialist advice.
* The post holder is required to deal with highly complex information and to anticipate and solve problems within the team. These may be linked to technical issues, departmental problems or new ways of working.
* Required to continually self-reflect on all clinical decision making.
* Required to continually risk assess situations at the time, in order to ensure personal safety and the safety of others involved.
* Communicating, co-ordinating and negotiating across health care professions requires diplomacy, concentration and skill.
 |
|  |
| **Emotional demands*** Communicate sensitive/unpleasant information to patients and families.
* Demands of dealing with family and human dynamics.
* Demands of supporting staff whilst caring for patients and families who are in difficult situations/crises.
* Demands of making decisions on appropriate clinical management.
* Demands of dealing with patients/families who have unrealistic expectations/complaints about care.
* Demands of liaising with / supporting people who may be involved in patients’ complaints.
* Demands of addressing/supporting a colleague/team member with regard to clinical decision making, performance or behaviour.
* Deals with, and meets the needs of a wide range of breast patients, from those diagnosed with a good prognosis to terminally ill patients. They will frequently be in emotionally difficult and draining situations whilst helping the patients in an empathic and sensitive way to deal with their diagnosis, prognosis, treatment and side effects.
* Demands of addressing the concerns and anxieties of relatives/carers of the cancer patient.
 |
| **Environmental*** The post holder must follow Infection Control and Health & Safety Guidelines when dealing with open wounds, body fluids and infections.
* Exposure to unpleasant smells and body fluids, open wounds/lesions.
* Frequently work in an office /clinic room with no natural light
* Frequently work with Display Screen Equipment
 |
|  |

 |

|  |
| --- |
| **Most Challenging/Difficult Parts of the Job** |
| * Maintaining effective patient focused service whilst leading and implementing change in a dynamic environment.
* Development of a new role, balancing the aspirations of Consultant Clinical Directors, Consultant Radiologists, Consultant Surgeons, Oncologists and radiographers, to ensure all priorities are addressed.
* Achieving and maintaining effective teamwork whilst maintaining a high throughput of patients.
* Maintaining a balance between clinical responsibilities and team duties.
* Developing and maintaining effective communication with all members of the team.
* Highly complex decision-making under pressure.
* Having a specialist knowledge of breast cancer diagnostics and keeping up to date with advances in radiographic practice, Dealing with problems that have a high degree of complexity, providing advice to other health care professionals in the management of acute situations, using information delivered over the phone.
* Challenges associated with non-concordance of patients with requested diagnostic tests i.e. patients who do not lie still which results to discrepancies in imaging / imaging quality.
* Emotional demands of the job, supporting people of all ages, and their families and carers as they face a cancer diagnosis, progression of their disease or end of life care.
* Communicating with patients, who have extremely limited comprehension or memory due to other medical conditions or learning difficulties, and those who have difficulty providing feedback.
* Demands of managing unrealistic expectations of colleagues, patients and carers.
* Telephone support to distressed patients or relatives and giving advice regarding side effects.
* Providing an efficient service, reducing waiting times, whilst maintaining a patient orientated and technically advanced service and ensuring that new processes do not have a detrimental effect on the service.
* Prioritisation and delegation of work, such that clinical objectives of work can be achieved.
* Ensuring that imaging discrepancies are assessed and addressed, while maintaining efficient time management
 |

|  |
| --- |
| **Knowledge, Training and Experience Required to do the Job** |
| Essential:* BSc in Radiography or DCR (D)
* Relevant MSc study in related subject (Breast Assessment & Diagnosis)
* Extensive post-HCPC-registration working clinically in diagnostics Radiography
* Advanced theoretical and practical knowledge across a range of complex clinical cancer pathways.
* Significant experience with breast cancer
* Significant experience working in multi-disciplinary teams
* Evidence of leading an area of service development or improvement
* Knowledge & understanding of the legislation relevant to radiography, such as; Ionising Radiation (Medical Exposure) Regulations (IR(ME)R 2017/18, Informed Consent, etc.
* Evidenced, ongoing programme of CPD, in line with HCPC requirements, supporting development into this role.
* Demonstrate experience of research and audit

Desirable:* Evidence of contribution to strategic service planning and business case development, shaping the direction of service provision.
* Expert knowledge of Breast Diagnosis and breast cancer pathways.
* Completed MSc.
* Non-Medical prescriber.
* Imaging referral/request experience.
* Further specialist training equivalent to FRCR (Fellow of the Royal College of Radiologist) Specialty Training Curriculum for Breast Radiology
* Research process participation; involvement in ethics approval, research project design, undertaking the role of Principal Investigator, etc.
* Published papers/ journal articles.
 |